



Industrial relations and social dialogue  
**Cyprus: Metadata for the  
Eurofound database of collective  
agreements for low-paid workers**

Minimum wages for low-paid workers  
in collective agreements

**Author:** Alexandros Perdikes (Cyprus Labour Institute of the Pancyprian Federation of Labour)

**Research managers:** Christine Aumayr-Pintar, Jakub Kostolný and Marco Seghesio

**Eurofound reference number:** WPEF24005

© European Foundation for the Improvement of Living and Working Conditions (Eurofound), 2024

Reproduction is authorised provided the source is acknowledged.

For any use or reproduction of photos or other material that is not under the Eurofound copyright, permission must be sought directly from the copyright holders.

Any queries on copyright must be addressed in writing to: [copyright@eurofound.europa.eu](mailto:copyright@eurofound.europa.eu)

*Research carried out prior to the UK's withdrawal from the European Union on 31 January 2020, and published subsequently, may include data relating to the 28 EU Member States. Following this date, research only takes into account the 27 EU Member States (EU28 minus the UK), unless specified otherwise.*

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127.

**European Foundation for the Improvement of Living and Working Conditions**

**Telephone:** (+353 1) 204 31 00

**Email:** [information@eurofound.europa.eu](mailto:information@eurofound.europa.eu)

**Web:** [www.eurofound.europa.eu](http://www.eurofound.europa.eu)

## Contents

<b>General information</b> .....	<b>1</b>
<b>1 - Agriculture</b> .....	<b>2</b>
Background information.....	2
Sampling information .....	3
Sector related agreements listed and coded in the database.....	3
Self-assessed proportion of included agreements .....	5
<b>2 - Manufacture of food, leather, textiles, and clothes</b> .....	<b>6</b>
Background information.....	6
Sampling information .....	6
Sector related agreements listed and coded in the database.....	7
Self-assessed proportion of included agreements .....	9
<b>3 - Construction excl. civil engineering</b> .....	<b>10</b>
Background information.....	10
Sampling information .....	10
Sector related agreements listed and coded in the database.....	11
Self-assessed proportion of included agreements .....	12
<b>4 - Retail</b> .....	<b>13</b>
Background information.....	13
Sampling information .....	13
Sector related agreements listed and coded in the database.....	14
Self-assessed proportion of included agreements .....	14
<b>5 - Postal, courier, land transport and warehouses</b> .....	<b>15</b>
Background information.....	15
Sampling information .....	15
<b>6 - Hospitality</b> .....	<b>17</b>
Background information.....	17
Sampling information .....	17
Sector related agreements listed and coded in the database.....	18
Self-assessed proportion of included agreements .....	19
<b>7 - Business support services</b> .....	<b>20</b>
Background information.....	20
Sampling information .....	20
Sector related agreements listed and coded in the database.....	21
Self-assessed proportion of included agreements .....	23
<b>8 - Residential and social care</b> .....	<b>24</b>
Background information.....	24

Sampling information .....	24
Sector related agreements listed and coded in the database.....	25
Self-assessed proportion of included agreements .....	27
<b>9 - Arts, gambling and sports .....</b>	<b>28</b>
Background information.....	28
Sampling information .....	28
Sector related agreements listed and coded in the database.....	29
Self-assessed proportion of included agreements .....	29
<b>10 - Personal services .....</b>	<b>30</b>
Background information.....	30
Sampling information .....	30
<b>11 - Domestic personnel .....</b>	<b>30</b>
Background information.....	30
Sampling information .....	30
<b>12- Multi-sectoral agreements .....</b>	<b>32</b>
Background information.....	32
Sampling information .....	32
Sector related agreements listed and coded in the database.....	33
Self-assessed proportion of included agreements .....	33

This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

## General information

The Cyprus Labour Institute is part of the Pancyprian Federation of Labour, one of the largest trade union federations in Cyprus whose member unions sign every major collective bargaining agreement in the private sector of the country. As such, we have access to the latest versions of these agreements (despite our source not being a register and not including meta-data), as well as to trade union officers who can provide the necessary background information, including an estimation of the number of workers covered by these agreements; such estimation is then compared with the official data published by the Statistical Service of Cyprus regarding total number of employment in each sector, to come up with estimations of the percentage of the workforce which is covered by collective bargaining.

The collective agreements in Cyprus are not classified entirely according to NACE codes: as most agreements are single-employer ones, they cover the entire workforce of the company, which can include employees from different sectors. For example, single-employer agreements in agriculture cover companies which operate both farms and slaughterhouses. For the purposes of the project, company-level agreements are listed in the NACE-2 sector of interest referring to the main activity of the company.

# 1 - Agriculture

## Background information

The main actors in the agricultural sector are the three largest trade unions in the private sector, which are the following:

- Cyprus Agricultural, Forestry, Transport, Port, Seamen and Allied Occupations Trade Union of the Pancyprian Federation of Labour.
- Federation of Transport, Petroleum and Agriculture Workers of the Cyprus Workers Confederation.
- Democratic Labour Union of Commercial and Industrial Employees of the Democratic Labour Federation of Cyprus.

On the employers' side, the main actors are the five farmers' associations:

- Panagrotic Association of Cyprus.
- Union of Cypriot Farmers.
- Pancyprian Farmers Union of Cyprus.
- New Agricultural Movement.
- Euroagrotikos.

Also the government has a role in supporting the implementation of the multi-employer collective bargaining agreements of the sector.

In the Agriculture sector of Cyprus there is a multi-employer agreement, as well as a number of single-employer agreements. The sectoral agreement, which sets the minimum standards for the sector, de facto regards mainly employees from third countries: migrant workers constitute the vast majority of employees in the sector, and they are employed by member companies of the five employers' organisations that sign the multi-employer agreement.

In large farms and agricultural companies, which also employ native workers, the relevant trade unions aim for single-employer bargaining agreements that provide higher standards, including higher wages. The companies which have signed such company-level agreements employ around 400-500 employees in total, who are all covered by said agreements. However, it should be noted that most of those companies also operate in sectors outside agriculture, for example food production (slaughterhouses) and administrative and support service activities (packaging); those agreements cover all their personnel, and those who work in the agriculture sector are the minority in these companies.

The practice of signing a multi-employer agreement began in 1991, with each agreement re-negotiated every two or three years. The latest was signed in 2021 to cover 2021 and 2022, and social partners are currently in the process of renewing it once again. This agreement, according to trade unions estimates, covers around 7,000 of the 7,997 employees in the sector. However,

from 2012 to 2021 there was a dispute between trade unions and employers' organisations regarding the minimum wage specified in the agreement. As a result, the agreement was not renewed until 2021. During those years, including 2020, trade unions managed in some instances to use the agreement which was to become the multi-employer agreement of 2021 as a single-employer agreement.

## Sampling information

The general secretary of one of the signatory trade unions provided an estimate about the number of workers covered by the listed agreements.

The multi-employer agreement covers around 7,000 employees, almost 90% of the total 7,997 employees in the sector (according to data from 2020). If the total number of the employees in the companies covered by single-employer agreements are also taken into consideration (as it is the national practice despite the fact that many of those employees' jobs do not fall under the relevant NACE classification), the total number of employees covered by collective agreements is raised to at least 7,400; as such the percentage of the total workforce which is covered by collective agreements is at least around 92.5%.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	7,997	7,997	Business Register of Cyprus Statistical Service, last updated 22/12/2020
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	7,030	7,400	Athos Eleftheriou, General Secretary of the Cyprus Agricultural, Forestry, Transport, Port, Seamen and Allied Occupations Trade Union – Pancyprian Federation of Labour (interviewed) segdamelin@peo.org.cy

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 1 - Agriculture 2 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

### Working conditions in agriculture

Eurofound identifier	CA-CY-2005
<b>Title (native language)</b>	Συλλογική Σύμβαση που Καλύπτει τους Όρους Εργοδότησης Προσωπικού στους Τομείς της Γεωργίας και Κτηνοτροφίας
<b>Bargaining level</b>	National industry/sector level agreement
<b>Number of workers covered by the agreement in total</b>	7,000
<b>Quality of the figure</b>	Numbers are best estimates
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	7,000
<b>Quality of the figure</b>	Numbers are best estimates

### Fasouri Farm

Eurofound identifier	CA-CY-2304
<b>Title (native language)</b>	ΣΥΜΒΑΣΗ: Μεταξύ της Συντεχνίας Εργατοϋπαλλήλων Γεωργίας, Δασών, Μεταφορών, Λιμενεργατών, Ναυτεργατών και Συναφών Επαγγελματιών Κύπρου Π.Ε.Ο. (Σ.Ε.Γ.ΔΑ.ΜΕ.ΛΙ.Ν Π.Ε.Ο.) και της ΚΥΠΡΙΑΚΗΣ ΕΤΑΙΡΕΙΑΣ ΦΥΤΕΙΩΝ ΦΑΣΟΥΡΙΟΥ συμφωνήθηκαν τα ακόλουθα αναφορικά με τους μισθούς και τους όρους εργασίας των εργατοϋπαλλήλων που απασχολεί η Εταιρεία στο Αγρόκτημα της
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	30
<b>Quality of the figure</b>	Numbers are best estimates
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	30
<b>Quality of the figure</b>	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.



## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 1 - Agriculture (as defined in the project)
- Nearly all (90% to 100%) of those workers in 1 - Agriculture (as defined in the project), which are covered by a collective agreement.

## 2 - Manufacture of food, leather, textiles, and clothes

### Background information

There are mainly three trade unions which participate to collective bargaining in NACE-2 sectors of interest C-10 (manufacture of food products), C-13 (manufacture of textiles), C-14 (manufacture of wearing apparel), and C-15 (manufacture of leather and related products):

- Cyprus Industry, Commerce and Press-Printing Houses and General Services Trade Union (member of the Pancyprian Federation of Labour).
- Cyprus Agricultural, Forestry, Transport, Port, Seamen and Allied Occupations Trade Union (also member of the Pancyprian Federation of Labour).
- Cyprus Federation of Industrial Workers of the Cyprus Workers Confederation.

Employers' organisations do not exist in this sector: some employers are members of businesses associations, which are however not involved in collective bargaining.

There are three single employer agreements that relate to this sector (specifically in the manufacture of food products). One of them involves two companies, one producing milk, dairy products, and other beverages, and one producing their plastic packages.

The other two agreements involve the same company; one of them covers the workforce in the manufacture of milk and dairy products, while the other the workforce in the manufacture of beverages, mostly soft drinks.

All three agreements cover less than 1,000 employees, out of almost 14,000 employees in the sector.

### Sampling information

The general secretaries of two of the signatory trade unions provided an estimate about the number of workers covered by it.

Therefore, it is possible to provide a reliable estimate of the number of employees covered by the three single employer agreements in the sector. All three mentioned agreements are included in the sample, since they involve large manufacturing companies.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not</b>	13,802	13,806	Business Register of Cyprus Statistical Service, last updated 22/12/2020

<b>excluded from collective bargaining</b>			
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	945	955	Charalambos Pratsi, General Secretary of the Cyprus Industry, Commerce and Press-Printing Houses and General Services Trade Union of the Pancyprian Federation of Labour &  Athos Eleftheriou, General Secretary of the Cyprus Agricultural, Forestry, Transport, Port, Seamen and Allied Occupations Trade Union – Pancyprian Federation of Labour

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

### Charalampidis Christis - CH&CH Inline Plastics

<b>Eurofound identifier</b>	<b>CA-CY-2303</b>
<b>Title (native language)</b>	ΣΥΛΛΟΓΙΚΗ ΣΥΜΒΑΣΗ Μεταξύ των Εταιρειών ΧΑΡΑΛΑΜΠΙΔΗΣ ΚΡΙΣΤΗΣ ΛΤΔ και CH&CH INLINE PLASTICS LTD, αφ’ ενός και της ΟΒΙΕΚ-ΣΕΚ και ΣΕΒΕΤΤΥΚ - ΠΕΟ αφ’ ετέρου που διέπει τους όρους εργοδότησης του προσωπικού της εταιρείας
<b>Bargaining level</b>	Enterprise/company or establishment level agreement

<b>Number of workers covered by the agreement in total</b>	740
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	740
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

### Laniti Bros Milk Department

<b>Eurofound identifier</b>	<b>CA-CY-2329</b>
<b>Title (native language)</b>	Συμφωνία με εταιρεία Α/φοι Λανίτη ΛΤΔ – Τμήμα Γαλακτοκομικών Προϊόντων
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	90
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	90
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

### Beverage industry

<b>Eurofound identifier</b>	<b>CA-CY-2330</b>
<b>Title (native language)</b>	Συλλογική Συμφωνία στην Βιομηχανία Αναψυκτικών
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	115
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	115
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- Nearly all (90% to 100%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

## 3 - Construction excl. civil engineering

### Background information

In the construction sector in Cyprus there are two trade unions:

- Cyprus Building, Wood, Mine and General Workers Trade Union of the Pancyprian Federation of Labour.
- Cyprus Federation of Builders, Miners and Relevant Professions of the Cyprus Workers Confederation.

On the employers' side, there is the Federation of Cyprus Building Contractors Associations, which has as members the relevant associations that organise employers in each district of the country, and which is a member of the Cyprus Employers and Industrialists Federation.

The three organisations have been active in collective bargaining since the 1970s, signing and renewing a multi-employer sector-level collective bargaining agreement that has been extended to cover (after extension) all the employees in the sector. In addition, because many construction companies own their own quarries, the agreement is extended to cover the relevant workforce as well.

The latest agreement was signed in 2021, to cover the period from 2019 to 2022. Certain provisions of this agreement (not the provision on wages, however) were extended by law in 2020 to cover all companies in the sector, regardless whether they are members of the employers' organisation; the law actually provides that this extension will apply and be updated by future developments, so if the following agreement includes any changes regarding the provisions that are covered by the law, those changes will automatically become legally binding on the entire sector.

As such, certain provisions of the agreement cover 100% of the sectoral workforce, while others only cover the workforce of the companies which are members of the Federation of Cyprus Building Contractors Associations.

On a final note, this agreement also established the organisation "O Oikodomos", a centre for sectoral training certification funded and managed by the two trade unions and the employers' organisation.

### Sampling information

An interview with a representative of the Federation of Cyprus Building Contractors Associations provided an estimate of the number of employees the member companies of the association employ, and all those employees are covered by the relevant collective agreement. In addition, since the 2020 law made certain provisions of this agreement legally binding for the entire sector, and since the law is automatically updated with any update caused by future agreements, said provisions of the agreement cover 100% of the sectoral workforce.

There are no other collective agreements in the sector.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	22,548	22,549	Business Register of Cyprus Statistical Service, last updated 22/12/2020
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	9,019	9,020	Yiannos Poubouris General Manager of the Federation of Cyprus Building Contractors Associations

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

### Construction

Eurofound identifier	CA-CY-2210
<b>Title (native language)</b>	Συλλογική σύμβαση μεταξύ της Ομοσπονδίας Συνδέσμων Εργολάβων Οικοδομών Κύπρου (ΟΣΕΟΚ) αφ' ενός και της Συντεχνίας Οικοδομών, Ξυλουργών, Μεταλλωρύχων και Γενικών Εργατών Κύπρου (ΠΕΟ) και της Ομοσπονδίας Οικοδόμων, Μεταλλωρύχων και Συναφών Επαγγελματιών Κύπρου (ΣΕΚ) αφ' ετέρου, καθορίζουσα τους όρους εργασίας και τα κατώτατα όρια μισθοδοσίας εις την οικοδομική βιομηχανία
<b>Bargaining level</b>	National industry/sector level agreement
<b>Number of workers covered by the agreement in total</b>	9,019
<b>Quality of the figure</b>	Numbers are best estimates

<b>Number of workers covered by the agreement in the low paid sector of interest</b>	9,019
<b>Quality of the figure</b>	Numbers are best estimates

## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- Nearly all (90% to 100%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.



## 4 - Retail

### Background information

In the NACE-2 sector of interest G-47 (retail trade, except of motor vehicles and motorcycles), there is only one collective agreement, which is a single-employer one.

The trade unions involved with this agreement are the Cyprus Industry, Commerce and Press-Printing Houses and General Services Trade Union of the Pancyprian Federation of Labour, and the Cyprus Federation of Industrial Workers of the Cyprus Workers Confederation. Only 30 to 40 retail employees are covered by this agreement, out of a total of nearly 40,000 employed in the NACE-2 sector of interest.

It is important to understand that in the years prior to 2023, before the national minimum wage was established in Cyprus, there were minimum wage decrees that covered a number of professions that were deemed very difficult to organise by trade unions; retail workers were included in those decrees.

Note that the total number of employees covered by collective bargaining should include at least some of those listed in the multi sectoral agreements' category, but it is not possible to provide an estimation of how many of the workers listed in the multi sectoral agreements' category are retail workers.

### Sampling information

The general secretary of one of the signatory trade unions provided an estimate of the number of workers covered by it.

As there is only one agreement in the retail sector, it is included in the sample, despite its small coverage. Since the agreement was signed in 2019, it does not include provisions on wages (other than overtime pay, 13th wage and bonuses), because retail workers were covered by the minimum wage decree.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	38,125	38,126	Business Register of Cyprus Statistical Service, last updated 22/12/2020
<b>B. Total number of employees in the sampled sectors of interest, estimated to</b>	33	44	Charalambos Pratsi, General Secretary of the Cyprus Industry, Commerce and Press-

<b>be covered by collective bargaining</b>			Printing Houses and General Services Trade Union of the Pancyprian Federation of Labour
--	--	--	---

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 4 - Retail 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

### Costas Theodorou LTD

<b>Eurofound identifier</b>	<b>CA-CY-2377</b>
<b>Title (native language)</b>	ΣΥΛΛΟΓΙΚΗ ΣΥΜΒΑΣΗ COSTAS THEODOROU LTD
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	33
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	30
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 4 - Retail (as defined in the project)
- Nearly all (90% to 100%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

# 5 - Postal, courier, land transport and warehouses

## Background information

The main actors in this sector are the following trade unions:

- Cyprus Industry, Commerce and Press-Printing Houses and General Services Trade Union.
- Cyprus Agricultural, Forestry, Transport, Port, Seamen and Allied Occupations Trade Union of the Pancyprian Federation of Labour.
- Federation of Transport, Petroleum and Agriculture Workers.
- Cyprus Federation of Industrial Workers of the Cyprus Workers Confederation.

There are no employer organisations in this sector.

There are no specific collective agreements covering the categories Land transport and transport and Warehousing and support activities for transportation; there are many companies, especially factories and manufactures, which have their own warehouses and trucks, and their relevant workforce is covered by the collective agreements these companies have signed, but no company which specifically operates warehouses or trucks has signed a collective agreement (keep in mind that Cyprus is a small island country, and the number of these companies is relatively limited).

The Postal and courier activities category is also not organised, with the relative trade unions having a total of less than 10 members in this sector. There was a single employer collective agreement in a courier company, but it expired over a decade ago and was not renewed since then.

## Sampling information

No agreements exist in the sector, as explained in the Background section.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	16,038	16,039	Business Register of Cyprus Statistical Service, last updated 22/12/2020
<b>B. Total number of employees in the sampled sectors of</b>			

<b>interest, estimated to be covered by collective bargaining</b>			
---	--	--	--

## 6 – Hospitality

### Background information

There are mainly two trade unions organising the hospitality sector in Cyprus:

- Cyprus Hotels & Catering Establishment Employees Trade Union of the Pancyprian Federation of Labour.
- Federation of Hotel, Catering and Leisure Centres Employees of the Cyprus Workers Confederation.

On the employers' side, the Cyprus Hotel Association organises hotel owners, while the Pancyprian Restaurants' & Entertainment Establishments' Owners Association organises catering (food and beverages) activities.

The two trade unions have signed different agreements with each employers' organisation. In the food service industry (I-56), the agreement was originally signed in 1993; however, after numerous renewals, the last agreement expired in 2018 and the social partners have not managed to renew; as such, its provisions remain valid since then, and it covers around 1,000 of the around 25,000 employees in the sector.

In the hotels' industry (I-55), the first agreement was signed in 1992, and it was renewed most recently in 2020 (it was supposed to expire in 2022, but it received a time extension). Moreover, in 2020 the provisions of the agreement (including those on minimum wages) became legally binding and were extended to cover the entire sectoral workforce (around 18,000 employees). Note that the law provides that the specific provisions of the agreement are legally binding, not the agreement itself; as such, if the agreement is changed during a future renewal negotiation, the law will not reflect those changes.

Finally, it is important to note that trade unions often report the difficulty of maintaining collective agreements in the sector due to the uncooperativeness of employers in the catering industry to sign agreements, as well as the refusal of many hotel owners to respect and enforce the standing collective agreement and relevant law.

On a final note, it appears that no further agreements exist in these sectors, with the exception of a couple of multi sectoral agreements that cover the Cypriot employees in hospitality and retail that work in the British military bases, territories of the island that are under UK's authority.

### Sampling information

The hotel industry (I-55) collective agreement is included in the sample. The reasons are manifold: inter alia, it is an agreement that is still active, it covers the entire sectoral workforce since its provisions became law in 2020, and it establishes minimum wages for 13 distinct professions in the hotel industry. The general secretary of one of the signatory trade unions provided an estimate of the number of workers covered by it.

In contrast, the catering services agreement has not been renewed for five years, and it only covers around 1,000 of the around 25,000 employees in the sector; furthermore, we only have access to the original 1993 version of this agreement.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	42,909	42,910	Business Register of Cyprus Statistical Service, last updated 22/12/2020
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	18,000	18,150	Neophytos Ttiminis, General Secretary of Cyprus Hotels & Catering Establishment Employees Trade Union of the Pancyprian Federation of Labour

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 6 - Hospitality 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

### Hotels

Eurofound identifier	CA-CY-2239
<b>Title (native language)</b>	Συλλογική Σύμβαση Μεταξύ του Παγκύπριου Συνδέσμου Ξενοδόχων και των Συντεχνιών Σ.Ε.Κ. και Π.Ε.Ο.
<b>Bargaining level</b>	National industry/sector level agreement
<b>Number of workers covered by the agreement in total</b>	10,800
<b>Quality of the figure</b>	Numbers are rough estimates, may be unreliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	10,800

---

**Quality of the figure**

Numbers are rough estimates, may be unreliable

---

## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 6 - Hospitality (as defined in the project)
- Nearly all (90% to 100%) of those workers in 6 - Hospitality (as defined in the project), which are covered by a collective agreement.

## 7 - Business support services

### Background information

There are several trade unions participating to collective bargaining in this sector:

- Cyprus Industry, Commerce and Press-Printing Houses and General Services Trade Union (member of the Pancyprian Federation of Labour).
- Pancyprian Trade Union of Workers in Services (also member of the Pancyprian Federation of Labour).
- Cyprus Federation of Private Sector Workers of the Cyprus Workers Confederation.
- the Labour Union of Land, Sea, and Air Transport of the Democratic Labour Federation of Cyprus.
- One of the agreements (a small single-employer agreement) is also cosigned by the Cyprus Employers and Industrialists Federation.

Employers' organisations do not exist in the sector.

Despite the relatively high number of trade unions involved in collective bargaining, there are only three collective agreements covering the sectoral workforce; all three are single-employer agreements. The estimated collective bargaining coverage is around 8% - 10%.

It is important to understand that in the years prior to 2023, before the national minimum wage was established in Cyprus, there were minimum wage decrees that covered a number of professions that were deemed very difficult to organise by trade unions; employees in security companies as well as in office support services were included in those decrees.

### Sampling information

The general secretaries of two signatory trade unions provided an estimate of the number of workers covered by each agreement. Due to the low number of agreements, all three agreements mentioned in the Background section are included in the sample.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	11,871	11,875	Business Register of Cyprus Statistical Service, last updated 22/12/2020
<b>B. Total number of employees in the</b>	1,048	1,108	Savvas Touloupos, General Secretary of



<b>sampled sectors of interest, estimated to be covered by collective bargaining</b>			<p>the Pancyprian Trade Union of Workers in Services of the Pancyprian Federation of Labour</p> <p>Charalambos Pratsi, General Secretary of the Cyprus Industry, Commerce and Press-Printing Houses and General Services Trade Union of the Pancyprian Federation of Labour</p>
--	--	--	---

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 7 - Business support services 3 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

### ICTS Airports Security Services

<b>Eurofound identifier</b>	<b>CA-CY-2312</b>
<b>Title (native language)</b>	<p>Πρακτικό Συμφωνίας</p> <p>Μεταξύ της εταιρείας ICTS AIRPORTS SECURITY SERVICES LTD αφενός και των Συντεχνιών ΣΕΚ, ΠΕΟ και ΔΕΟΚ αφετέρου έχουν συμφωνηθεί τα πιο κάτω</p>
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	350
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	350
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

## Cyprus Symphony Orchestra

Eurofound identifier	CA-CY-2313
Title (native language)	ΣΥΛΛΟΓΙΚΗ ΣΥΜΒΑΣΗ ΓΙΑ ΤΟΥΣ ΟΡΟΥΣ ΕΡΓΟΔΟΤΗΣΗΣ ΤΟΥ ΔΙΟΙΚΗΤΙΚΟΥ ΚΑΙ ΓΡΑΜΜΑΤΕΙΑΚΟΥ ΠΡΟΣΩΠΙΚΟΥ ΤΟΥ ΙΔΡΥΜΑΤΟΣ ΣΥΜΦΩΝΙΚΗΣ ΟΡΧΗΣΤΡΑΣ ΚΥΠΡΟΥ
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	8
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	8
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

## G4S Secure Solutions (Cyprus)

Eurofound identifier	CA-CY-2314
Title (native language)	ΣΥΛΛΟΓΙΚΗ ΣΥΜΒΑΣΗ ΜΕΤΑΞΥ ΤΗΣ ΕΤΑΙΡΕΙΑΣ G4S SECURE SOLUTIONS (CYPRUS) LTD ΑΦ' ΕΝΟΣ, ΤΗΣ ΟΜΟΣΠΟΝΔΙΑΣ ΙΔΙΩΤΙΚΩΝ ΥΠΑΛΛΗΛΩΝ Σ.Ε.Κ ΚΑΙ ΤΗΣ ΣΥΝΤΕΧΝΙΑΣ ΕΡΓΑΤΟΎΠΑΛΛΗΛΩΝ ΒΙΟΜΗΧΑΝΙΑΣ, ΕΜΠΟΡΙΟΥ, ΤΥΠΟΥ-ΤΥΠΟΓΡΑΦΕΙΩΝ ΚΑΙ ΓΕΝΙΚΩΝ ΥΠΗΡΕΣΙΩΝ ΚΥΠΡΟΥ Π.Ε.Ο. ΚΑΙ. ΑΦ' ΕΤΕΡΟΥ Η ΟΠΟΙΑ ΡΥΘΜΙΖΕΙ ΤΟΥΣ ΟΡΟΥΣ ΕΡΓΑΣΙΑΣ ΤΟΥ ΠΡΟΣΩΠΙΚΟΥ ΤΗΣ ΕΤΑΙΡΕΙΑΣ
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	690
Quality of the figure	Numbers are (relatively) precise and reliable

<b>Number of workers covered by the agreement in the low paid sector of interest</b>	690
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 7 - Business support services (as defined in the project)
- Nearly all (90% to 100%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

## 8 - Residential and social care

### Background information

There are three trade unions which participate in collective bargaining agreements in this sector:

- The Pancyprian Trade Union of Workers in Services of the Pancyprian Federation of Labour.
- The Cyprus Federation of Private Sector Workers of the Cyprus Workers Confederation.
- The Democratic Labour Union of Commercial and Industrial Employees of the Democratic Labour Federation of Cyprus.

Employers' organisations do not exist in this sector.

We could identify four collective agreements, all of them being single-employer agreements and belonging in the residential care activities' category. The collective bargaining coverage of these agreements is very low, around 100 employees out of the almost 1,800 working in that sector.

### Sampling information

The general secretary of one of the signatory trade unions provided an estimate of the number of workers covered by the listed agreements. All four agreements mentioned in the Background section could be included in the sample; they all cover around the same number of employees.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	3,448	3,449	Business Register of Cyprus Statistical Service, last updated 22/12/2020
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	104	110	Savvas Touloupou, General Secretary of the Pancyprian Trade Union of Workers in Services of the Pancyprian Federation of Labour

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 8 - Residential and social care 4 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

### Multipurpose municipal center of Nicosia

Eurofound identifier	CA-CY-2324
<b>Title (native language)</b>	Συλλογική Σύμβαση Μεταξύ του Πολυδύναμου Δημοτικού Κέντρου Λευκωσίας αφ' ενός και της Παγκύπριας Συντεχνίας Εργαζομένων στις Υπηρεσίες ΠΑΣΕΥ ΠΕΟ Λευκωσίας και του Ελεύθερου Εργατικού Σωματείου Ιδιωτικών Υπαλλήλων ΣΕΚ Λευκωσίας-Κερύνειας αφετέρου η οποία καθορίζει τους όρους απασχόλησης του προσωπικού του ιδρύματος
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	24
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	24
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

### Care home for the elderly "Agia Marina"

Eurofound identifier	CA-CY-2325
<b>Title (native language)</b>	Συλλογική Σύμβαση Μεταξύ του Συμβουλίου της Στέγης Φροντίδας Ηλικιωμένων «Αγία Μαρίνα» Στροβόλου αφ' ενός και της Παγκύπριας Συντεχνίας Εργαζομένων στις Υπηρεσίες ΠΕΟ και του Ελεύθερου Εργατικού Σωματείου Ιδιωτικών Υπαλλήλων ΣΕΚ Λευκωσίας-Κερύνειας, και της Δημοκρατικής Εργατοϋπαλληλικής Ένωσης Εμπορικών και Βιομηχανικών Υπαλλήλων, συμφωνήθηκαν τα ακόλουθα σχετικά με τους όρους εργασίας και μισθοδοσίας των υπαλλήλων του Ιδρύματος

<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	36
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	36
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

### "Aglantzia Elderly Services" institution

<b>Eurofound identifier</b>	<b>CA-CY-2326</b>
<b>Title (native language)</b>	Πρακτικό Συμφωνίας Μεταξύ του Ιδρύματος «Υπηρεσίες Ηλικιωμένων Αγλαντζιάς» αφ' ενός και του Ελεύθερου Εργατικού Σωματείου Ιδιωτικών Υπαλλήλων ΣΕΚ Λευκωσίας-Κερύνειας και της Παγκύπριας Συντεχνίας Εργαζομένων στις Υπηρεσίες ΠΕΟ αφετέρου, το οποίο αφορά την ανανέωση της συλλογικής σύμβασης η οποία διέπει τους όρους εργασίας του προσωπικού
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	18
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	18
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

### Tseri's multipurpose centre

<b>Eurofound identifier</b>	<b>CA-CY-2327</b>
<b>Title (native language)</b>	Συλλογική Σύμβαση Μεταξύ του Συμβουλίου του Πολυδύναμου Κέντρου Εξυπηρέτησης Ηλικιωμένων Τσερίου αφ' ενός, και των (α) Παγκύπριας Συντεχνίας Εργαζομένων στις Υπηρεσίες ΠΑΣΕΥ - ΠΕΟ και (β) του Ελεύθερου

	Εργατικού Σωματείου Ιδιωτικών Υπαλλήλων ΣΕΚ Λευκωσίας-Κερύνειας, συμφωνήθηκαν τα ακόλουθα σχετικά με τους όρους εργασίας και μισθοδοσίας των υπαλλήλων του Πολυδύναμου
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	26
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	26
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Virtually all agreements related to 8 - Residential and social care (as defined in the project)
- Nearly all (90% to 100%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

## 9 - Arts, gambling and sports

### Background information

There are three trade unions which participate in collective bargaining agreements in this sector:

- Pancyprian Trade Union of Workers in Services and the Cyprus Semi-Government.
- Municipal and Local Authority Workers & Employees Trade Union of the Pancyprian Federation of Labour.
- Federation of Semi-governmental Organisations of the Cyprus Workers Confederation.

The latter two are signatory of the single-employer collective agreement with the Cyprus Theatre Organisation, while the former is the sole trade union participating in collective bargaining with the Cyprus Symphony Orchestra.

Employers' organisations do not exist in this sector.

With only two agreements in the sector, the coverage is understandably low. If the total employment in all three NACE-2 sectors of interest R-90 (creative, arts and entertainment activities), R-92 (gambling and betting activities), and R-93 (sport activities and amusement and recreation activities) is taken into account, only around 1.5% of employees are covered by collective bargaining; however, both agreements belong to the Creative, arts and entertainment activities (R-90), and if only the workforce in R-90 is taken into account, then almost 11% of employees are covered by collective bargaining.

### Sampling information

The general secretaries of two of the signatory trade unions provided an estimate of the number of workers covered by the agreement listed in the sample.

The text of the collective bargaining agreement covering the employees of the Cyprus Theatre Organisation is not available, as it has been renewed for many years with a simple statement of its renewal.

As a result, only the agreement for the Cyprus Symphony Orchestra is included in the sample.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	3,060	3,061	Business Register of Cyprus Statistical Service, last updated 22/12/2020



<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	95	105	Savvas Touloupos, General Secretary of the Pancyprian Trade Union of Workers in Services of the Pancyprian Federation of Labour
--	----	-----	---

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 9 - Arts, gambling and sports 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

### Cyprus Symphony Orchestra musicians

<b>Eurofound identifier</b>	<b>CA-CY-2376</b>
<b>Title (native language)</b>	ΣΥΛΛΟΓΙΚΗ ΣΥΜΒΑΣΗ ΓΙΑ ΤΟΥΣ ΟΡΟΥΣ ΕΡΓΟΔΟΤΗΣΗΣ ΤΩΝ ΜΟΥΣΙΚΩΝ ΤΗΣ ΣΥΜΦΩΝΙΚΗΣ ΟΡΧΗΣΤΡΑΣ ΚΥΠΡΟΥ
<b>Bargaining level</b>	Enterprise/company or establishment level agreement
<b>Number of workers covered by the agreement in total</b>	45
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable
<b>Number of workers covered by the agreement in the low paid sector of interest</b>	45
<b>Quality of the figure</b>	Numbers are (relatively) precise and reliable

## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 9 - Arts, gambling and sports (as defined in the project)
- A good fraction (20% to 49%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

## 10 - Personal services

### Background information

The NACE-2 sector of interest S-96 (other personal service activities) is entirely non-organised when it comes to collective bargaining, and as such no agreements exist in the sector.

### Sampling information

No collective agreements exist in the NACE-2 sector of interest S-96 (other personal service activities), as mentioned in the Background section.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	12,080	12,082	Business Register of Cyprus Statistical Service, last updated 22/12/2020
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>			

## 11 - Domestic personnel

### Background information

The vast majority of registered domestic workers are from countries outside the EU. For an employer or an agent to hire a domestic worker from a third country, it is legally obligatory for both the potential employer and the worker to sign a government mandated contract, which defines the minimum working conditions, including minimum wage. This is still valid today after the establishment of the national minimum wage because domestic workers were excluded from the provisions of the decree on national minimum wage.

The sector is entirely unorganised, both on the employees' side and on the employers' side. No collective agreements exist in the sector.

### Sampling information

No collective agreements exist in the NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel), as mentioned in the Background section.

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining</b>	21,120	21,121	Business Register of Cyprus Statistical Service, last updated 22/12/2020
<b>B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining</b>	0	0	

## 12- Multi-sectoral agreements

### Background information

There are certain areas in the Republic of Cyprus which are under the control of the British military and are officially considered part of the United Kingdom. There are companies operating within these areas, which employ Cypriot workers (both Greek Cypriots and Turkish Cypriots). There are a total of four agreements covering the native workforce of the companies operating within these areas, with an estimated total coverage of 2,500 employees.

Since we do not have access to all the collective agreements' texts regarding these areas, we do not know the identity and precise number of all trade unions organising the workforce (although we know that there are no employers' organisations).

In the past decade, the workforce has been organised by at least the following four trade unions:

- Cyprus Hotels & Catering Establishment Employees Trade Union of the Pancyprian Federation of Labour.
- Limassol's Free Labor Centre of the Cyprus Workers Confederation.
- Independent Union of Trade Office and Industry Employees of the Pancyprian Federation of Independent Trade Unions.
- Cyprus Turkish Military Employees Union of the Cyprus Turkish Trade Unions Federation.

### Sampling information

The listed multi-sectoral agreement covers the workforce of the SODEXO Group, the largest of the companies operating within the areas controlled by the British military in Cyprus (officially part of the UK). This company operates both in retail trade as well as in accommodation, and as such the collective agreement is a multi-sectoral one; the agreement covers 850 - 1000 employees. The general secretary of one of the trade unions involved with this agreement provided us with an estimate about the number of workers covered by it. The sectoral agreement in the Hotel Industry, as well as the related law, does not apply in these areas, and this excludes the risk of overlaps between the two agreements.

Although we are aware that there are at least three more collective agreements regarding companies in these areas, which cover an additional 1,500 - 1,650 employees, we could not get access to their texts.

Table 12: Estimates on sector related bargaining coverage

	From	To	Source
<b>A. Total number of employees within the sampled sectors of</b>	56,711	56,716	Business Register of Cyprus Statistical

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

interest, which are not excluded from collective bargaining			Service, last updated 22/12/2020
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	2,500	2,500	Neophytos Ttiminis, General Secretary of Cyprus Hotels & Catering Establishment Employees Trade Union of the Pancyprian Federation of Labour

## Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 12- Multi-sectoral agreements 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

### Sodexo

Eurofound identifier	CA-CY-2379
Title (native language)	SODEXO CYPRUS LIMITED RETAIL & LEISURE COLLECTIVE AGREEMENT
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	850
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	850
Quality of the figure	Numbers are best estimates

## Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 12- Multi-sectoral agreements (as defined in the project)

A good fraction (20% to 49%) of those workers in 12- Multi-sectoral agreements (as defined in the project), which are covered by a collective agreement.

**WPEF24005**

---

**The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127.**